

PROPERTY FOR INDUSTRY LIMITED DIVERSITY POLICY

PFI's Board of Directors (the *Board*) believes that a diverse workforce is essential for PFI to be able to deliver its strategic objectives and continue to meet its responsibilities to its customers, its employees, the communities in which it works, and its shareholders.

The Board is committed to providing a work environment where:

- diversity, together with different skills, abilities and experiences, is recognised and valued; and
- employees are treated equitably and fairly in order that talented people who will contribute to the achievement of our strategic objectives are attracted to work for PFI and are able to be retained.

Diversity may be represented in background, experience, thinking and approach, as well as culture, ethnicity/nationality, gender, sexual orientation, age, disability or religion. We encourage a working environment in which individual diversity is recognised and respected.

PFI strives to create an environment in which all our people are given the chance to achieve their full potential and in which development opportunities, tools and promotions are based on merit. Our recruitment policy is to employ the best person for a job. Selection will be on the basis of an objective process that matches skills, experience, qualifications and potential to the requirements of the job while also considering diversity.

The Board, in consultation with the executive team, will annually review and approve measurable objectives for achieving diversity and assess progress in achieving them.

Last amended: May 2019

Last reviewed: September 2020